THE UNIVERSITY OF TENNESSEE CHATTANOOGA

Sexual Misconduct, Relationship Violence and Stalking

CAMPUS REPORT | APRIL 2020

3 Letter from the Title IX Coordinator
4 Prevention Highlights
12 Campus Climate Survey Highlights
16 Reports of Sexual Misconduct, Relationship Violence and Stalking
20 Care and Support for Students

Letter from the
Title IX Coordinator

Dear CAMPUS COMMUNITY,

Title IX compliance and sexual assault, relationship violence and stalking prevention are vital to the overall success of our students, faculty and staff. The Sexual Misconduct, Relationship Violence and Stalking Campus Report is intended to provide the campus with information about UTC's overall Title IX compliance efforts, the number and type of reported incidents and UTC's Title IX investigation and resolution processes.

You will notice that reports of sexual misconduct, relationship violence and stalking increased for the sixth year in a row. Increased reporting is a positive sign that indicates that students, faculty and staff know how and where to report and feel comfortable doing so. We work continually to increase awareness of resources and reporting options.

In addition to reporting statistics, you also will see information about UTC's 2019 prevention highlights, campus climate survey highlights and interim measures implemented to support students, faculty and staff.

Thank you for all you do to support Title IX compliance on our campus. If you have any questions or concerns about UTC's Title IX process or Title IX compliance, please contact me via phone at (423) 425-4255, via email at Stephanie-Rowland@utc.edu, or visit me in my office in 206 Hooper Hall.

SINCERELY,

Stephanie W. Rowland, J.D.
Title IX Coordinator

> "Increased reporting is a **positive sign** that indicates students, faculty and staff know how and where to report and feel **comfortable** doing so."

PREVENTION HIGHLIGHTS

UTC's sexual misconduct, relationship violence and stalking prevention and awareness campaign—KnowMore @ UTC—is a partnership between the Title IX Coordinator, the Office of the Dean of Students, the Center for Women and Gender Equity, the Center for Student Wellbeing, the Office of Equity and Inclusion, the Office of Human Resources and other campus partners. The following details some of UTC's 2019 prevention highlights.

• Consent T-shirt Campaign
The Title IX Coordinator, in partnership with the Center for Student Wellbeing and the Office of Student Conduct, gave away 2,500 Obtained & Affirmative & Voluntary & Continual T-shirts during six general giveaways open to the campus and as part of consent and Title IX education to various student groups, including: First-Year Experience students, Resident Assistants, Student-Athletes, new members of fraternities and sororities, Aquatic and Recreation Center student-staff, international students, Marching Mocs, The Perch, *The Echo*, Brother-to-Brother, Student Government Association, Freshman Senate and Honors College new students. All students were encouraged to wear their consent T-shirts during T-shirt Tuesday, which took place every Tuesday during the fall semester.

• Bathroom Resource Flyers
Approximately 400 bathroom stall flyers are posted in 23 buildings around campus each semester. The fall 2019 flyer included information about resources and reporting options, about consent T-shirt giveaways and T-shirt Tuesday events throughout the fall semester.

• Resource Magnets
In fall 2019, resource magnets were placed in all on-campus housing units. The magnets detailed confidential and non-confidential resources available to students who may have experienced sexual misconduct, relationship violence and stalking.

• Consent Bulletin Boards
In October 2019, Housing and Residence Life Resident Assistants created and displayed bulletin boards in residence halls that discussed consent and resources available on campus.

Obtained & Affirmative & Voluntary & Continual.

Obtained & Affirmative & Voluntary & Continual.

Obtained & Affirmative & Voluntary & Continual.

Student **Education Highlights**

• Orientation

UTC provides in-person training regarding Title IX, consent, UTC support and resources and many other related topics to all incoming freshmen, transfer, graduate and international students. Freshman Orientation training is conducted by the Title IX Coordinator, the Director of the Center for Women and Gender Equity and UTC Police Department's Sexual Assault Relationship Violence Liaison Officer. Presentations at the transfer, graduate and international student orientations are conducted solely by the Title IX Coordinator. During summer and fall 2019, 18 presentations were conducted and approximately 3,323 students were reached.

• Online Education

UTC utilizes many online training modules to augment in-person training events. Everfi's Sexual Assault Prevention for Undergraduates is completed by incoming freshmen and transfer students. Incoming graduate students complete Everfi's Sexual Assault Prevention for Graduate Students. UTC's student-athletes complete Everfi's Sexual Assault Prevention for Student-Athletes. UTC also offers ongoing educational programming through Everfi's Sexual Assault Prevention – Ongoing Training program, which is available at utc.edu/sexual-misconduct. All of the online modules include information about consent, prohibited conduct, bystander intervention and available UTC support and resources. A total of 2,966 students completed one of these programs in 2019.

Employee **Education Highlights**

• Step UP! Bystander Intervention Training

Step UP! is a bystander intervention program administered by the Center for Student Wellbeing. It is designed to educate students to be proactive in helping others. Step UP! is offered to all students and is required for student-athletes and fraternity and sorority new members. Twenty-five sessions were offered and 1,040 students completed the program in 2019. For more information about the Step UP! bystander intervention program, please see utc.edu/step-up/.

• Online Education

UTC utilized several of Everfi's online education modules to train employees regarding sexual misconduct, relationship violence and stalking prevention, reporting and response. Current employees were required to complete *Bridges: Taking Action*, which is intended to provide a yearly refresher regarding these topics. Approximately 1,250 employees completed this program in 2019. New employees were required to complete *Bridges: Building A Supportive Community*, which provides more expansive knowledge. Employees in Athletics were required to complete *Sexual Assault Prevention for Athletic Staff*.

• In-person Mandatory Reporter Training

UTC's Title IX Coordinator conducted 40+ in-person training sessions about employee mandatory reporter responsibilities with different groups and departments across campus in 2019, including: Resident Assistants, Aquatic and Recreation Center student-staff and professional staff, Veteran Student Services, Athletic staff, Resident Directors, Study Abroad faculty, Orientation leaders, UTCPD, SUSI mentors, Summer Bridge Peer Mentors, Facilities staff, First-Year Experience instructors, International Orientation leaders, teaching and graduate assistants, College of Arts and Sciences department heads, University Center student-staff and professional staff, the Department of History and the Department of Art.

• Employee Onboarding

In partnership with the Office of Human Resources, the UTC Title IX Coordinator conducted four in-person education sessions with new employees that covered a wide variety of topics, including Title IX, resources and support available for students, faculty and staff, and mandatory reporting of sexual misconduct, relationship violence and stalking.

• New Faculty Orientation

UTC's Title IX Coordinator conducted an hour-long session during New Faculty Orientation in August 2019. Topics included Title IX, resources and support available for students, faculty and staff, and mandatory reporting.

Campus **Climate Survey**

UTC has administered the Education Advisory Board's (EAB) campus climate survey every year since spring 2015. The 2019 survey was administered from March 18 through April 8 and 1,637 students responded. The EAB survey polls students regarding their experiences with sexual violence, UTC's Title IX process and other related topics. UTC uses the survey results to determine education and prevention priorities.

Campus **Event Highlights**

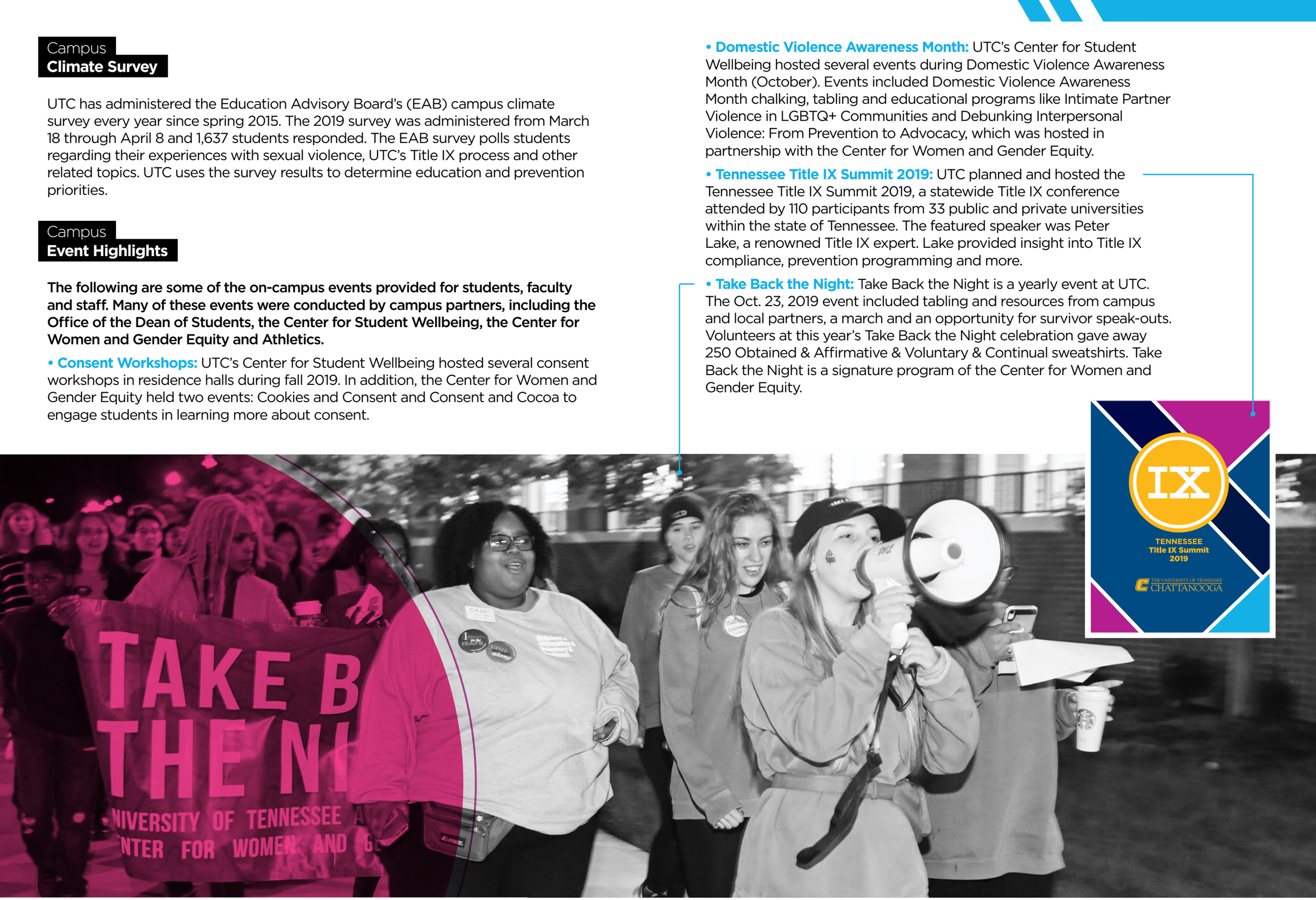
The following are some of the on-campus events provided for students, faculty and staff. Many of these events were conducted by campus partners, including the Office of the Dean of Students, the Center for Student Wellbeing, the Center for Women and Gender Equity and Athletics.

• **Consent Workshops:** UTC's Center for Student Wellbeing hosted several consent workshops in residence halls during fall 2019. In addition, the Center for Women and Gender Equity held two events: Cookies and Consent and Consent and Cocoa to engage students in learning more about consent.

• **Domestic Violence Awareness Month:** UTC's Center for Student Wellbeing hosted several events during Domestic Violence Awareness Month (October). Events included Domestic Violence Awareness Month chalking, tabling and educational programs like Intimate Partner Violence in LGBTQ+ Communities and Debunking Interpersonal Violence: From Prevention to Advocacy, which was hosted in partnership with the Center for Women and Gender Equity.

• **Tennessee Title IX Summit 2019:** UTC planned and hosted the Tennessee Title IX Summit 2019, a statewide Title IX conference attended by 110 participants from 33 public and private universities within the state of Tennessee. The featured speaker was Peter Lake, a renowned Title IX expert. Lake provided insight into Title IX compliance, prevention programming and more.

• **Take Back the Night:** Take Back the Night is a yearly event at UTC. The Oct. 23, 2019 event included tabling and resources from campus and local partners, a march and an opportunity for survivor speak-outs. Volunteers at this year's Take Back the Night celebration gave away 250 Obtained & Affirmative & Voluntary & Continual sweatshirts. Take Back the Night is a signature program of the Center for Women and Gender Equity.

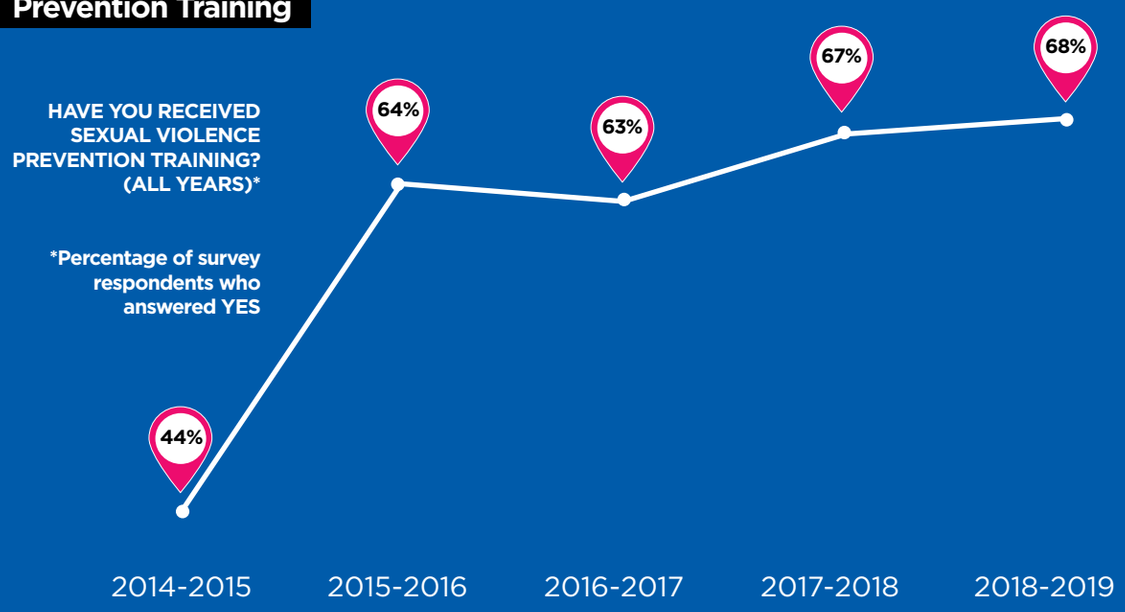


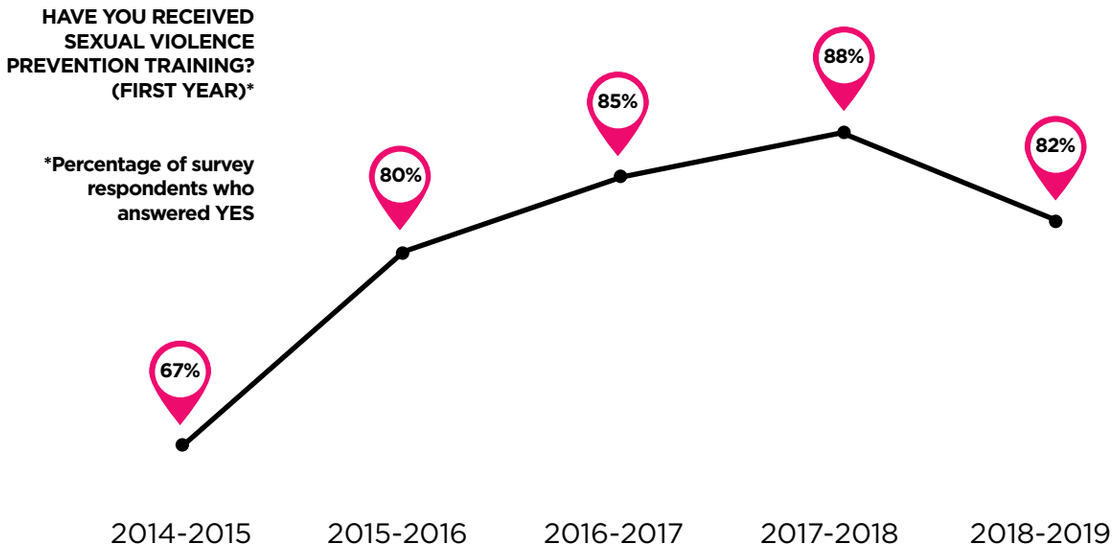
CAMPUS CLIMATE SURVEY HIGHLIGHTS

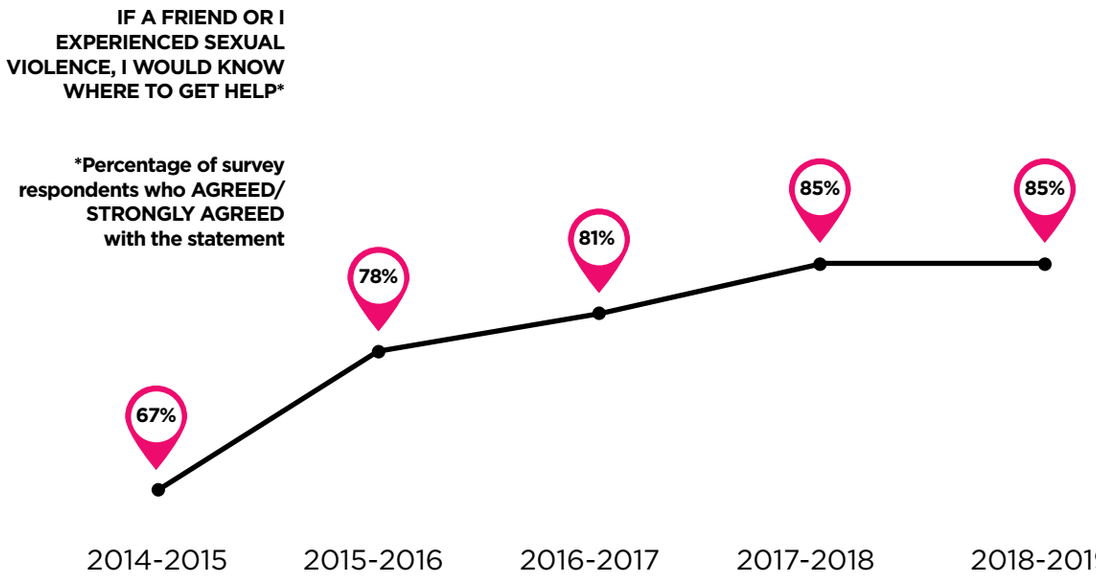
UTC administers the Education Advisory Board's (EAB) campus climate survey on a yearly basis. The survey results offer important insight into student perceptions regarding prevention education, the Title IX investigative process and rates of sexual violence.

The following are some excerpts from the EAB survey reports for the last five academic years. You will notice continued growth in many but not all areas regarding training and understanding of University processes and resources. For more information about the EAB campus climate survey, please visit utc.edu/campus-climate.

Prevention Training

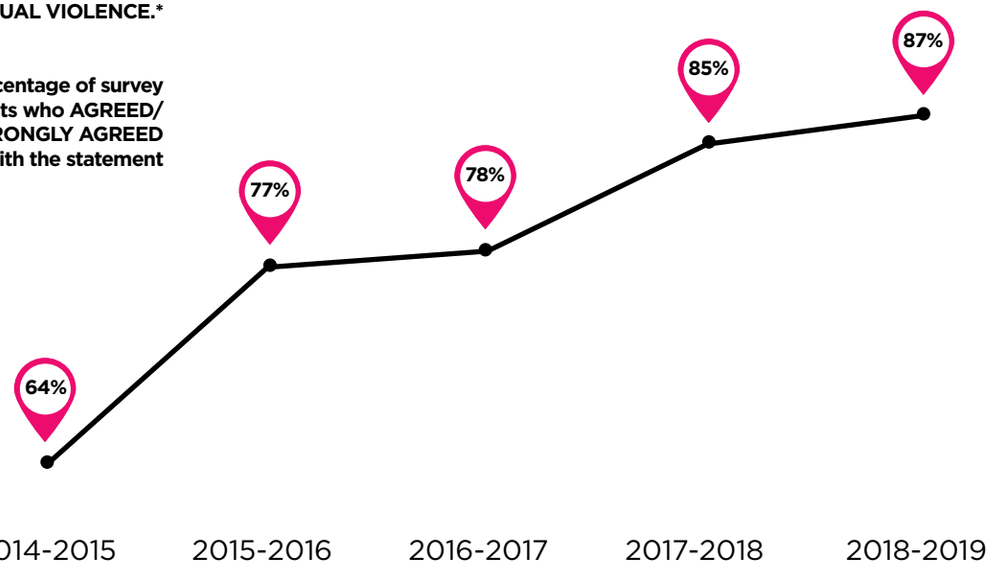






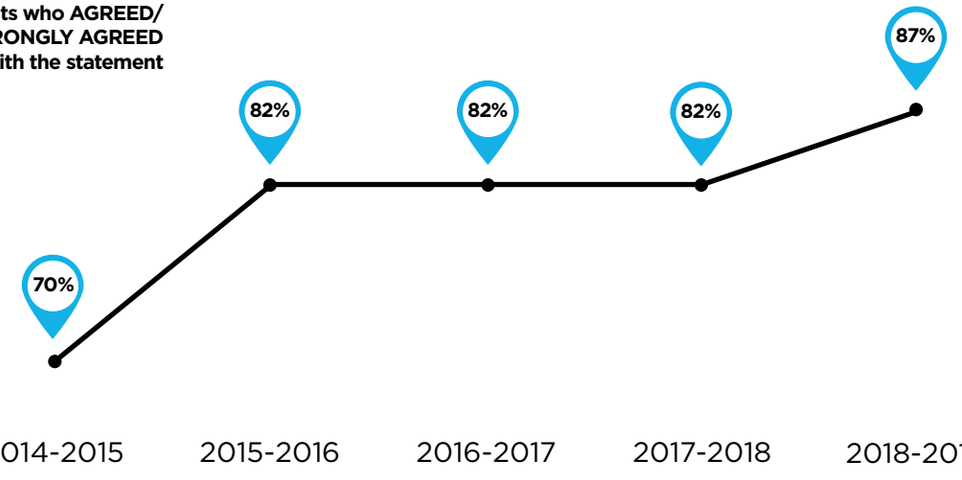
I KNOW WHAT CONFIDENTIAL RESOURCES (E.G., VICTIM ADVOCACY, COUNSELING) ARE AVAILABLE FOR ME TO REPORT AN INCIDENT OF SEXUAL VIOLENCE.*

*Percentage of survey respondents who AGREED/ STRONGLY AGREED with the statement



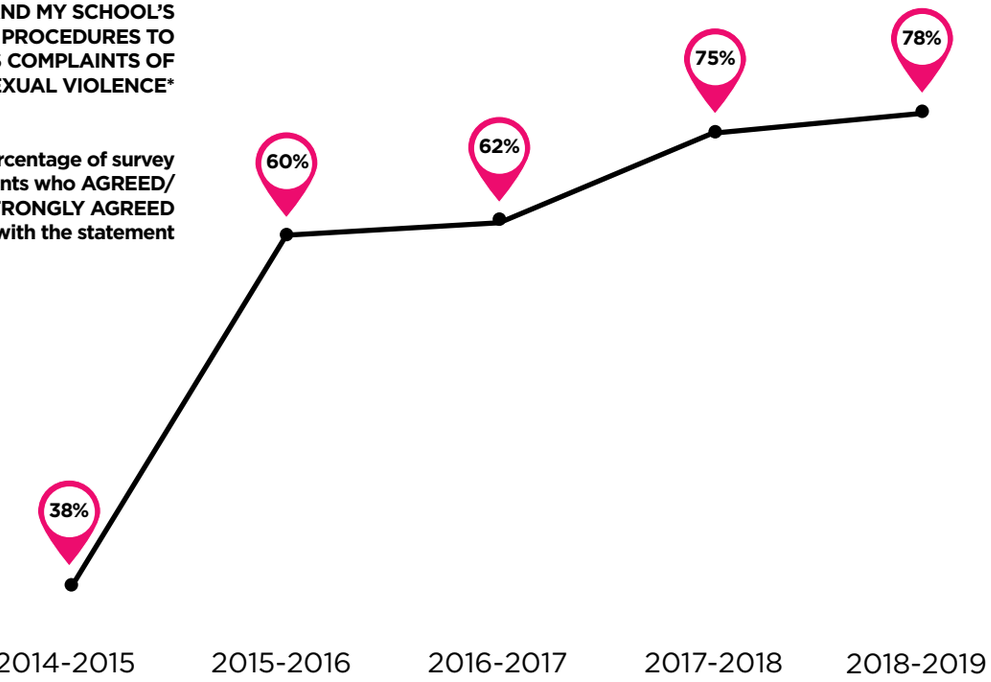
IF SOMEONE WERE TO REPORT AN INCIDENT OF SEXUAL VIOLENCE, SURVEY RESPONDENTS AGREED/ STRONGLY AGREED THE SCHOOL WOULD TAKE THE REPORT SERIOUSLY.*

*Percentage of survey respondents who AGREED/ STRONGLY AGREED with the statement



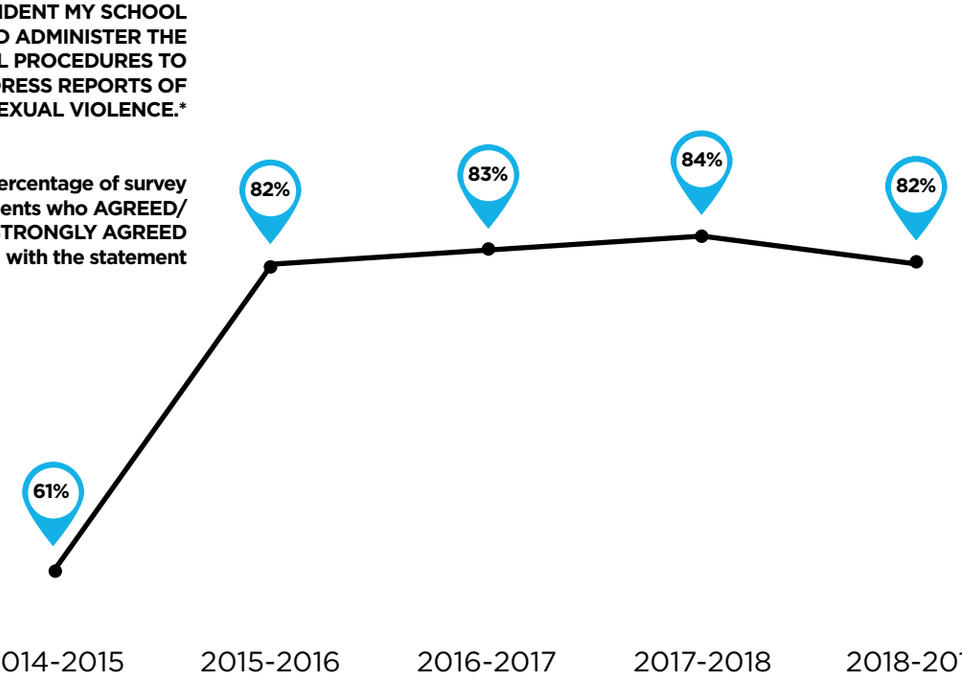
I UNDERSTAND MY SCHOOL'S FORMAL PROCEDURES TO ADDRESS COMPLAINTS OF SEXUAL VIOLENCE*

*Percentage of survey respondents who AGREED/ STRONGLY AGREED with the statement



I AM CONFIDENT MY SCHOOL WOULD ADMINISTER THE FORMAL PROCEDURES TO FAIRLY ADDRESS REPORTS OF SEXUAL VIOLENCE.*

*Percentage of survey respondents who AGREED/ STRONGLY AGREED with the statement



REPORTS OF SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE AND STALKING

The below statistics detail all reports of sexual misconduct, relationship violence and stalking, retaliation and other types of sex discrimination received by UTC, other than those received by completely confidential resources like the Counseling Center and University Health Services. Please note that the University of Tennessee at Chattanooga's Police Department (UTCPD) publishes statistics in its Annual Security and Fire Safety Report, which includes the number of reports of sexual assault, relationship violence and stalking. You will notice that these statistics differ. This difference is due to reporting requirements under federal law and that the categories/definitions used for the statistics in this report are more inclusive than criminal statutes. The statistics included in UTCPD's Annual Security and Fire Safety Report (available at: utc.edu/police/clery) include only incidents that occur on campus or in UTC's Clery geography, while the statistics published in this report include
all incidents reported to the University, regardless of location.

Key **Terms**

The term **sexual misconduct** includes sexual assault, sexual harassment and sexual exploitation. Sexual assault includes nonconsensual sexual intercourse and other nonconsensual sexual contact.

The term **relationship violence** includes dating violence and domestic violence.

The term **stalking** means a course of conduct directed at a specific person that would cause a reasonable person to: 1. Fear for the person's safety or the safety of others; or 2. Suffer substantial emotional distress.

The term **retaliation** means any act or attempted act taken because of a person's participation in a protected activity that would discourage a reasonable person from engaging in protected activity.

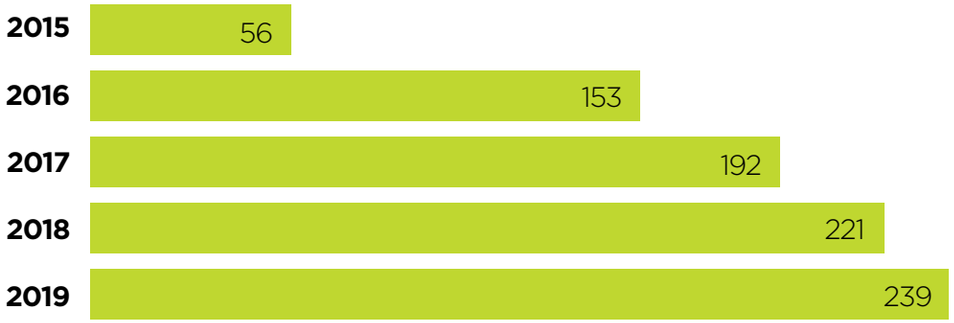
The term **sex discrimination** includes forms of sex-based discrimination and harassment that do not fall within sexual misconduct, relationship violence or stalking.

An **information report** is a report received by the Sexual Misconduct, Relationship Violence and Stalking Response Team. Resources and support were offered to the reporting person, but the incident was not able to be categorized due to lack of information.

The statistics in this document include all reports received by the University, regardless of where/when the reported incidents occurred or the identity of the reported respondent. Reports are loosely categorized by type, for example: Reports of cat-calling are included within sexual harassment, although some instances of cat-calling may not rise to the level of a policy violation.

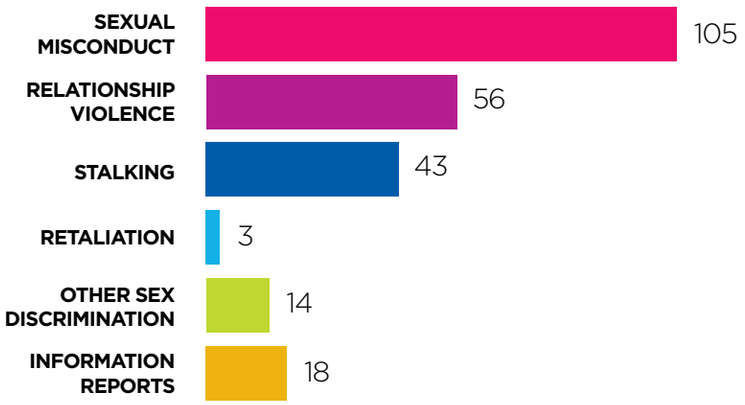
For more information and for complete definitions of prohibited conduct, please see UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking, available at utc.edu/sexual-misconduct.

Total **Reports**

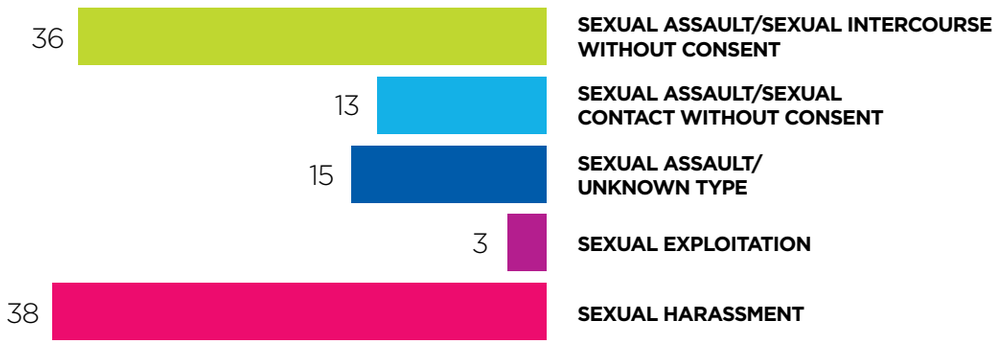


All of the below statistics are for reports received during the calendar year 2019.

Incidents **By Type**



Breakdown of **Incidents of Sexual Misconduct**



Respondent Information

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Other Sex Discrimination	Information Report	TOTAL
Complainant and/or Reporter Identified Respondent	56	27	29	3	10	7	132
Complainant and/or Reporter Declined to Identify Respondent	38	29	12	0	0	4	83
Respondent Unknown to Complainant	11	0	2	0	4	7	24
TOTAL	105	56	43	3	14	18	239

Case Resolutions Complainant and/or Reporter Identified Respondent

	Sexual Misconduct	Relationship Violence	Stalking	Retaliation	Other Sex Discrimination	Information Report	TOTAL
Anonymous report; Complainant unknown	4	2	0	0	0	0	6
Complainant declined to participate in process; University did not have enough information to move forward	2	7	2	0	0	2	13
Limited action request accepted	10	1	8	2	1	1	23
Evidence did not support a finding of a policy violation based on the preponderance of the evidence	15	2	4	1	3	2	27
Respondent found not responsible for violating the policy after a hearing	0	0	0	0	0	0	0
Respondent found responsible for violating the policy	9	1	2	0	0	0	12
Pending	4	0	0	0	4	1	9
Respondent not affiliated with the University	12	14	13	0	2	1	42
TOTAL	56	27	29	3	10	7	132

Sexual Misconduct and Relationship Violence **by Location**

	Sexual Misconduct	Relationship Violence	TOTAL
On Campus, Residence Hall	14	9	23
On Campus, Other	24	3	27
Off Campus	41	25	66
Unknown/Student Declined to Identify	23	19	42
Online	3	0	3
TOTAL	105	56	161

CARE AND SUPPORT FOR STUDENTS

This section provides information on interim measures provided to students involved in cases of sexual misconduct, relationship violence, stalking, retaliation and other types of sex discrimination. Per UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking, interim measures are offered to complainants, respondents and witnesses as needed or requested. The goal of interim measures is to support students and to protect students' access to educational opportunities.

The following numbers reflect the top three types of interim measures provided to individuals who were involved in cases reported during calendar year 2019. Interim measures provided to individuals during calendar year 2019, but whose cases were reported prior to 2019, are not included here.

Interim measures
Advocacy: 57
Academic Support: 252
No contact directives: 17
Total: 326

Interim measures are determined after consultation with the student involved and faculty and staff members, as necessary. They vary greatly from case to case, depending upon the needs of the student. For a list of other available interim measures, please reference UTC's Policy on Sexual Misconduct, Relationship Violence and Stalking.

Advocacy through UTC's Survivor Advocacy Services is offered to every student, faculty and staff member who has experienced sexual misconduct, relationship violence and stalking. A Survivor Advocate is available to accompany student, faculty and staff survivors to all University meetings regarding an incident of sexual misconduct, relationship violence and stalking and to all potential criminal and civil court proceedings.

Academic support interim measures include class excuses, delayed exams, make-up work, exceptions to the withdrawal deadline, tutoring and other measures intended to support a student's academic progress.

A no-contact directive is a communication from the University, normally to both the Complainant and the Respondent, directing them that they may not communicate with one another or engage in various other types of behavior.

INSULTS
THREATS
HUMILIATION
GASLIGHTING
ARE
EMOTIONAL
1 in 4 women
1 in 9 men
1 in 2 trans people
have experie
Let's continue
the **conversation...**

THE UNIVERSITY OF TENNESSEE CHATTANOOGA

24/7

GET SUPPORT

CONFIDENTIAL (ON-CAMPUS):

Counseling Center
338 University Center
(423) 425-4438 (after hours/weekends contact UTCPD at (423) 425-HELP/4357 and ask for the counselor on call)

Survivor Advocacy Services
(423) 425-5648

CONFIDENTIAL (OFF-CAMPUS):

Partnership for Families, Children and Adults
24/7 domestic violence and sexual assault crisis hotline: (423) 755-2700

REPORT TO THE UNIVERSITY

TITLE IX COORDINATOR
Stephanie Rowland
206 Hooper Hall
(423) 425-4255
Stephanie-Rowland@utc.edu

OFFICE OF STUDENT CONDUCT
399 University Center
(423) 425-4301

ANONYMOUS REPORTING
utc.edu/coc

UTC POLICE DEPARTMENT
(423) 425-HELP/4357

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UTC is an equal employment opportunity/affirmative action/Title VI/Title IX/Section 504/ADA/ADEA institution.